

**Interesting Practice in Skills (3-18) – Developing the Young Workforce**

**Ellon Academy: ‘Work-related Learning’ offer**

Here are the key headings we intend to use to capture and display your information:

**1. Introduction**

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| **Establishment** | Ellon Academy |
| **Contact name and details** | Niall Corser, Principal Teacher of Guidance/PT DYW niall.corser@aberdeenshire.gov.uk  tel - (01358) 720715 |
| **About the establishment/ programme** | Ellon Academy – ‘Work-related Learning’   * One of numerous whole school and faculty aspects of Ellon Academy’s responses to the Scottish Government’s ‘Developing the Young Workforce’ agenda. * To provide relevant work placements in our Senior Phase curriculum that would be accessible for **all** pupils, certificated appropriately and valued by our parents/carers. * Recognition of the local and national economic/employment situation * To further build on the local and national recognition Ellon Academy has received for outstanding work in enterprise, entrepreneurship and employability across learning. |
| **Main tags** | Secondary,  Employability  Employer engagement  Equalities and inclusion  Parents  Senior phase  Career Management Skills |

**2. Current developments:**

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| **What are you doing just now?** | ‘Work Related Learning’   * Offered as a column option for the first time in session 2016/17 * ‘Work Related Learning’ is an option choice for **all** S5 and S6 pupils. * Must support and enhance University and College applications, increase employability options and be a potential career consideration. * ‘Work Related Learning’ involves the pupils participating in a one day a week ‘internship’ style work placement from August to Easter. * Currently there are 20 x S5/6 pupils completing their internships in a wide range of employment sectors such as: Journalism, Hospitality, Education, the Performing Arts, Child Care, Car Maintenance and Repair, Event Management, Archiving, Charity work and various trades. * Pupils also have two timetabled periods in school which they spend working towards achieving their National Progression Award in ‘Enterprise and Employability’ at either level 4 or level 5 using their placement as a focus. * Employers receive an introductory pack containing information about the course, a plan for the year and a S.W.O.T analysis about their pupil, completed by the pupil. * Employers also provide a minimum of two reports over the course of the year and provide a mock interview for their pupil. * PT DYW visits each pupil on their internship to discuss the placement/progress face to face with both the employer and the pupil. * Year is finished off with a ‘Business Breakfast’ held in Ellon Academy Community Campus as a thank you to the employers. 80% of our employers involved attended this year. |
| **How was this done?** | During subject choice, pupils initially discuss ‘WRL’ as an option with their Guidance teacher. If considered appropriate, we will support and progress potential work placements. The pupils must have a self-found work placement or, at the very least, an idea of a career area they would wish to work in. |
| **What is the impact of your initiative/programme?** | The aim of Work Related Learning is to enhance and support future career choices for our young people, whether it be employment or Further/Higher Education. This is the rationale behind the inclusive nature of the course.  **Benefits to the young people**:   * Provides experience of recruitment and selection procedures * Provides a valuable insight into work practices and cultures with a view to supporting future career choices * Experience - not just of their chosen career area but everything else that goes along with a working life – travel, deadlines, working as a team, the impact of having a day off etc * Opportunity to develop key knowledge, skills and behaviours required in learning, life and work * Increased awareness about the variety of professions that exist across the organisation. * NPA Level 4/5 in ‘Enterprise and Employability’ * Preparing young people for transition into successful employment * Young people get their face/name ‘known’.   **Benefits for the employer:**   * Opportunity to engage with future workforce * Enhances reputation as a good employer * Provides leadership/mentoring development opportunities for staff * Work in partnership with the school * Gain access to fresh ideas/perspectives through the original thinking of young people * Corporate social responsibility * Extremely rewarding. |
| **What have you learnt from your journey so far?** | As we approach the end of our first year, the majority of the pupils have completed approximately twenty two weeks of their internship and the feedback from the employers, the pupils and parents has been extremely positive. Our pupils have been given a real insight into the world of work. They are participating in meaningful projects and are being given responsibility to complete tasks and meet deadlines. It should also be said they are rising to the challenge. The extended placement approach has allowed relationships to form and the pupils to feel valued and see themselves as part of a team. I cannot thank the employers enough for this. Businesses have also welcomed the input from the ‘younger generation’ and have found the pupils to be useful resources especially in terms of how to approach and stay up to date with areas such as social media. In school, it has been important to keep staff up to date with the developments and achievements of the pupils. Many of our staff have known these pupils since S1 and are extremely interested in the work they are involved in outside of school in the ‘big bad world’. It has also been extremely rewarding to hear staff comment on the positive impact the course has had on pupils they have known for a number of years. |
| **Best piece of advice** | * Prepare well in advance. Start early! * Make connections with local employers and service providers. * Think outside the box * Utilise the local authority and the numerous career options they can provide which do not always instantly spring to a pupil’s mind. * Pick up the phone – not one employer declined the opportunity to be involved. * Whilst it quickly became evident that the email is still the chosen form of communication in the world of business, it was the face to face meetings that proved to be the most fruitful in building positive relationships. |
| **CfE/Curriculum link/ skills development** | Numerous links to all skills for learning life and work being covered by all our teachers in all faculties and through whole year group wider achievement, theme weeks and IDL projects |
| **Wider DYW context** | A number of the pupils have continued their links with the employers and are now employed in seasonal and holiday employment. One pupil has taken up the offer of an apprenticeship with his WRL employer. Others will maintain their links through their Further/Higher education studies. Through our flagship partnership with Aberdeenshire Council, we are already planning an even more realistic experience for the next cohort as one part of the partnership agreement. |
| **Partnerships** | * Aberdeenshire Council – Flagship partnership * Numerous employers across Aberdeenshire/Aberdeen City * DYWNES |
| **Standards and guidance materials** | Did you use any of the following documents in preparation or alongside the development of this project:  [Career Education Standard](http://www.educationscotland.gov.uk/Images/CareerEducationStandard0915_tcm4-869208.pdf) √  [Work Placements Standard](http://www.educationscotland.gov.uk/Images/WorkPlacementStandard0915_tcm4-870517.pdf) √  [School/Employer Partnership Guidance](http://www.educationscotland.gov.uk/learningandteaching/thecurriculum/dyw/schoolemployerpartnerships/index.asp) √ |
| **Watch this space!** | 38 x S5/6 pupils have selected WRL as an option for session 2017/18.  Almost all employers have indicated they would be willing to be involved in the programme again this coming session.  Aiming for this session to further enhance or partnerships with WRL employers/local businesses by inviting them in to deliver parts of the NPA course eg inserts on marketing, self – employment and interview skills. Our flagship partnership with the local authority has already meant that our new cohort have participated in a CV/cover letter workshop delivered by Aberdeenshire Council’s HR team. |
| **Quotation(s)** | **Andrew Ritchie. Lead Officer – Developing the Young Workforce, Aberdeenshire Council**  *“Ellon Academy’s ‘Work Related Learning’ programme is an excellent example of how a school has developed its curriculum by building on existing good practice and local expertise to offer real and meaningful opportunities for young people, in line with our desired DYW outcomes.*  *Working in partnership with stakeholders, Ellon Academy is developing skills for learning, life and work as well as ensuring that all young people leave school more engaged and better prepared for the world of work.*  *The Work Related Learning programme at Ellon inspires pupils of all abilities and the school is able to clearly evidence the positive outcomes for the pupils.”* |